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20. ABSTRACT (Continue on reverse side if necessary and identify by block number) Report summarizes results of the third AF Quality of Life study accomplished in 1980. Major trends identified across the three studies center on increasing dissatisfaction with the economic aspects of military life, accompanied by smaller, but nevertheless positive, shifts in satisfaction with some of the non-economic factors such as work, leadership/supervision, equity, and personal growth.		

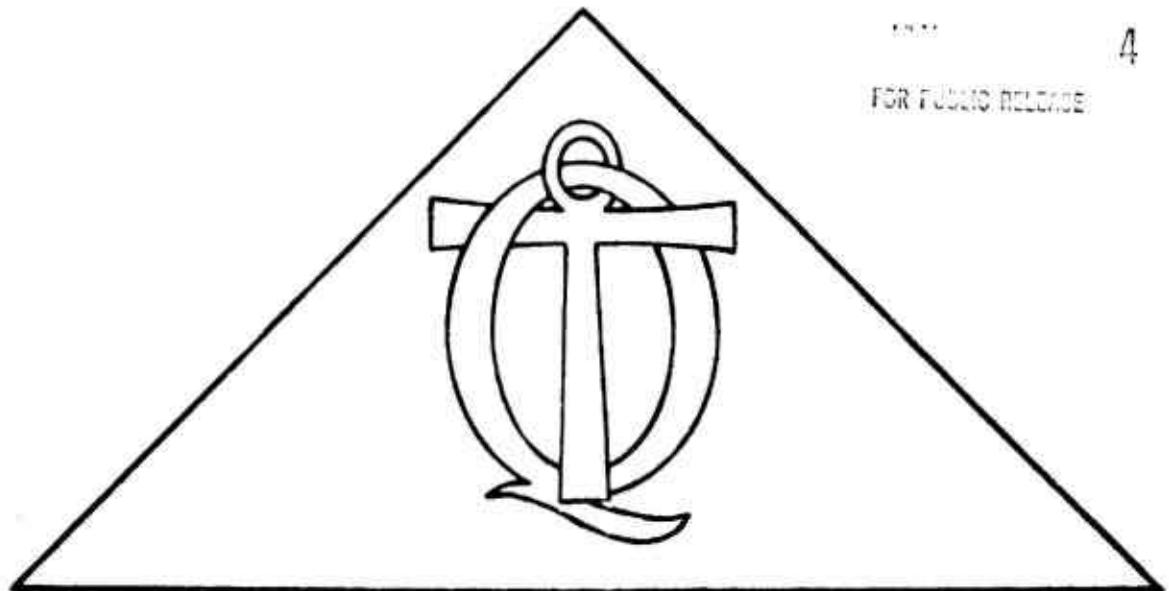
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UNITED STATES AIR FORCE QUALITY OF AIR FORCE LIFE ACTIVE DUTY AIR FORCE PERSONNEL SURVEY

DEPARTMENT OF THE AIR FORCE
SAF/PAS
Cleared for Public Release

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FOR PUBLIC RELEASE



1980 USAF QUALITY OF LIFE STUDY: QUICK LOOK REPORT

AFIT TR 80-2

JULY 1980

This is a
SAF/PAS document.

81-3

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PRIVACY ACT STATEMENT

In accordance with paragraph 30, AFR 12-35, Air Force Privacy Act Program, the following information about this survey is provided:

- a. Authority. Federal Statute Title 10, United States Code, Section 8012, Secretary of the Air Force: Powers and Duties, Delegation by.
- b. Principal Purpose. This survey is being conducted to gain the attitudes and opinions of Air Force members on a variety of subjects of interest to Headquarters USAF.
- c. Routine Use. The survey data will be converted to statistical information for use by decision makers in development of future personnel plans and policies.
- d. Participation in this survey is entirely voluntary.
- e. No adverse action of any kind may be taken against any individual who elects not to participate in any or all of this survey.

GENERAL INSTRUCTIONS

Please do not fold, staple, or otherwise damage the answer sheet.

Select only one answer to each question.

Mark your answers on the answer sheet. It is not necessary to write on the survey itself. Please use a No. 2 pencil.

Be sure to mark your answers carefully so that you enter them opposite the same answer sheet number as survey question number.

Be sure that your answer marks are heavy and that you blacken the oval-shaped space. Erase all changes completely and carefully so as not to tear the answer sheet.

Right Way
to Mark
Answer Sheet

1
2
3
4

Wrong Way
to Mark
Answer Sheet

5
6
7
8

Accession For	
NTIS GRA&I	<input checked="" type="checkbox"/>
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Unannounced	<input type="checkbox"/>
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Distribution/ _____	
Availability Codes	
Dist	Avail and/or Special
A	

SPECIAL INSTRUCTIONS: Items one and two below will be used to identify your base of assignment. Refer to paragraph two of your cover letter to find the two-letter code for your base. The first letter will be the response choice for you to mark for Item one on your answer sheet; the second letter will be the response choice for you to mark for Item two on your answer sheet. Now proceed to Item three and be sure that your answer is marked in the appropriate space for Item three on your answer sheet.

1. (Please mark the answer sheet with code described above.)

2. (Please mark the answer sheet with code described above.)

3. What is your present active duty grade?

A. Colonel	I. Senior Master Sergeant
B. Lieutenant Colonel	J. Master Sergeant
C. Major	K. Technical Sergeant
D. Captain	L. Staff Sergeant
E. First Lieutenant	M. Sergeant
F. Second Lieutenant	N. Senior Airman
G. Warrant Officer	O. Airman First Class
H. Chief Master Sergeant	P. Airman
	Q. Airman Basic

4. What is your command of assignment (the command that maintains your personnel records)?

A. Alaskan Air Command	M. Air Force Data Automation Agency
B. U.S. Air Force Academy	N. Military Airlift Command
C. U.S. Air Forces in Europe	O. Pacific Air Forces
D. Air Force Accounting and Finance Center	P. Strategic Air Command
E. Air Force Logistics Command	Q. Tactical Air Command
F. Air Force Systems Command	R. Electronic Security Command
G. Air Reserve Personnel Center	S. Air Force Military Personnel Center
H. Air Training Command	T. Air Force Inspection and Safety Center
I. Air University	U. Air Force Audit Agency
J. Headquarters Air Force Reserve	V. Air Force Office of Special Investigations
K. Headquarters USAF	W. Other
L. Air Forces Communications Command	

5. How much total active federal military service have you completed?

A. Less than 1 year	O. 14 years but less than 15
B. 1 year but less than 2	P. 15 years but less than 16
C. 2 years but less than 3	Q. 16 years but less than 17
D. 3 years but less than 4	R. 17 years but less than 18
E. 4 years but less than 5	S. 18 years but less than 19
F. 5 years but less than 6	T. 19 years but less than 20
G. 6 years but less than 7	U. 20 years but less than 21
H. 7 years but less than 8	V. 21 years but less than 22
I. 8 years but less than 9	W. 22 years but less than 23
J. 9 years but less than 10	X. 23 years but less than 24
K. 10 years but less than 11	Y. 24 years but less than 25
L. 11 years but less than 12	Z. 25 years but less than 26
M. 12 years but less than 13	I. 26 years but less than 27
N. 13 years but less than 14	2. 27 years or more

6. What is your highest level of education now (include accepted GED credits)?

- A. Some high school (did not graduate)
- B. High school graduate (no college)
- C. Trade or technical school (no college)
- D. Some college, but less than one year
- E. One year college, but less than two
- F. Two years college, but less than three (including two-year associate degree)
- G. Three years or more college, no degree
- H. Registered nurse diploma program
- I. College degree (B.S., B.A., or equivalent, except I.L.B.)
- J. Graduate work beyond bachelor degree (no master's degree)
- K. Master's degree
- L. Postgraduate work beyond master's degree
- M. Doctorate degree (includes I.L.B., J.D., D.D.S., M.D., and D.V.M.)

7. What is your marital status?

- A. Married and spouse is not a member of a military service
- B. Married and spouse is a member of a military service
- C. Never been married
- D. Divorced and not remarried
- E. Legally separated
- F. Widower/widow

8. What was the source of your commission?

- A. Not applicable, I am enlisted
- B. OTS
- C. OCS
- D. ROTC
- E. Aviation Cadet
- F. Navigation Cadet
- G. USAFA
- H. USMA
- I. USNA
- J. Other

9. Which one of the following do you consider yourself?

- A. Black
- B. Spanish Speaking Origin (Cuban, Puerto Rican, Mexican American, Spanish Descent)
- C. American Indian
- D. Asian Origin (Chinese, Japanese, Korean, Filipino, or Asian American)
- E. White (Other than Spanish Speaking Origin)
- F. Other

10. What is your sex?

- A. Male
- B. Female

11. Which one of the following best describes your attitude toward making the Air Force a career?

A. Definitely intend to make the Air Force a career
B. Most likely will make the Air Force a career
C. Undecided
D. Most likely will not make the Air Force a career
E. Definitely do not intend to make the Air Force a career

12. At the time you came on active duty in the Air Force, which one of the following best describes the attitude you had toward making the Air Force a career?

A. Definitely intended to make the Air Force a career
B. Was inclined toward making the Air Force a career
C. Was undecided
D. Was not inclined toward an Air Force career
E. Definitely did not intend to make the Air Force a career

13. Which of the following best describes your attitude toward retirement at 20 years of military service?

A. Not applicable have over 20 years service
B. Definitely will remain on active duty beyond 20 years
C. Probably will remain on active duty beyond 20 years
D. Undecided
E. Probably will retire at or soon after reaching 20 years
F. Definitely will retire at or soon after reaching 20 years
G. I will probably leave the service before 20 years of service

14. When does your active duty service commitment expire?

A. No active duty service commitment
B. In less than 1 year
C. In greater than 1 year but less than 2 years
D. In greater than 2 years but less than 3 years
E. In greater than 3 years

15. How often do you think about quitting the Air Force?

A. Never
B. Rarely
C. Sometimes
D. Often
E. Constantly

16. Enter the code for the first digit of your duty Air Force Specialty Code (AFSC) opposite item 16 on your answer sheet.

A. 0	F. 5
B. 1	G. 6
C. 2	H. 7
D. 3	I. 8
E. 4	J. 9

17. Enter the code for the second digit of your duty AFSC opposite item 17 on your answer sheet.

A. 0	F. 5
B. 1	G. 6
C. 2	H. 7
D. 3	I. 8
E. 4	J. 9

18. Enter the code for the third digit of your duty AFSC opposite item 18 on your answer sheet.

A.	0	F.	5
B.	1	G.	6
C.	2	H.	7
D.	3	I.	8
E.	4	J.	9

19. What is your current primary aeronautical rating?

A. Pilot
B. Navigator
C. Flight Surgeon
D. Other aeronautical rating
E. Nonrated

The following questions address the subjects of economic standard and security. Please rate your degree of satisfaction with them based on the descriptions shown below.

ECONOMIC STANDARD: Satisfaction of basic human needs such as food, shelter, clothing; the ability to maintain an acceptable standard of living.

20. To what degree are you satisfied with the ECONOMIC STANDARD aspects of your life? (Select one of the seven points on the satisfaction scale.)

A . . . B . . . C . . . D . . . E . . . F . . . G

Highly
Dissatisfied

Neutral

Highly
Satisfied

21. Most of the time my military service pay is adequate to cover the basic expenses with at least a little left over.

A. Strongly disagree
B. Disagree
C. Slightly disagree
D. Neither agree or disagree
E. Slightly agree
F. Agree
G. Strongly agree

22. In the future I believe my military income will provide me with an acceptable standard of living

A. Strongly disagree
B. Disagree
C. Slightly disagree
D. Neither agree or disagree
E. Slightly agree
F. Agree
G. Strongly agree

23. How do you see your future military pay keeping up with inflation as compared to the future pay of nongovernment civilians?

A. Military much better able to keep up with inflation
B. Military somewhat better able to keep up with inflation
C. No difference between military and nongovernment civilians
D. Nongovernment civilians somewhat better able to keep up with inflation
E. Nongovernment civilians much better able to keep up with inflation

24. In comparison to two years ago, how has your overall financial condition changed (consider savings, investments, debts, possessions)?

A. I am in much better condition
B. I am in somewhat better condition
C. I am in about the same condition
D. I am in somewhat worse condition
E. I am in much worse condition

25. The future financial security of myself and my family is of daily concern to me.

A. Strongly disagree
B. Disagree
C. Slightly disagree
D. Neither agree nor disagree
E. Slightly agree
F. Agree
G. Strongly agree

26. Would you recommend Air Force Service to a young man/woman?

A. Am inclined to recommend AF Service
B. Am slightly inclined to recommend AF Service
C. Would not recommend AF Service
D. Don't know

27. Which of the following best describes the impact of inflation on you over the last two years?

A. Inflation has had relatively little effect on me
B. Have just been able to make ends meet
C. Have had to withdraw from my savings to make ends meet
D. Have gone deeper in debt to make ends meet
E. Both C and D above
F. None of the above

28. Do you or your dependents, if any, currently receive federal, state, county (public) assistance?

A. No
B. Yes, food stamps only
C. Yes, monetary payment only
D. Yes, food stamps and monetary payment

ECONOMIC SECURITY: Guaranteed employment; retirement benefits; insurance; protection for self and family.

29. To what degree are you satisfied with the ECONOMIC SECURITY aspects of your life?

A . . . B . . . C . . . D . . . E . . . F . . . G

Highly
Dissatisfied

Neutral

Highly
Satisfied

30. Do you hold a second job?

A. No

Yes, I work (choose one answer below)

- B. 1-5 hours per week
- C. 6-10 hours per week
- D. 11-20 hours per week
- E. 21-30 hours per week
- F. Over 30 hours per week

31. Does your spouse work?

A. Not applicable, I am not married or I am legally separated

I am married and my spouse

- B. Resides with me, and has a paying job
- C. Resides with me, and does not work
- D. Does not reside with me, and has a paying job
- E. Does not reside with me, and does not work

32. The main reason that I have a second job, and/or that my spouse works is that we have to in order to make ends meet.

- A. Not applicable
- B. Strongly disagree
- C. Disagree
- D. Undecided
- E. Agree
- F. Strongly agree

33. How do you think your military pay (including all allowances and fringe benefits) compares with pay in civilian employment for similar work?

- A. Military pay is far higher than civilian
- B. Military pay is somewhat higher than civilian
- C. Both about equal
- D. Military pay is somewhat less than civilian
- E. Military pay is far less than civilian

34. If I left the Air Force tomorrow, I think it would be very difficult to get a job in private industry with pay, benefits, duties, and responsibilities comparable with those of my present job.

- A. Strongly disagree
- B. Disagree
- C. Undecided
- D. Agree
- E. Strongly agree

35. An Air Force base is a desirable place to live.

- A. Strongly disagree
- B. Disagree
- C. Undecided
- D. Agree
- E. Strongly agree

Please rate the degree of satisfaction with your free time based on the following description:

FREE TIME: Amount, use, and scheduling of free time alone, or in voluntary associations with others; variety of activities engaged in.

36. To what degree are you satisfied with the FREE TIME aspects of your life?

A . . . B . . . C . . . D . . . E . . . F . . . G

Highly
Dissatisfied

Neutral

Highly
Satisfied

Please rate the degree of satisfaction with your work based on the following description:

WORK: Doing work that is personally meaningful and important; pride in my work; job satisfaction; recognition for my efforts and my accomplishments on the job.

37. To what degree are you satisfied with the WORK aspects of your life?

A . . . B . . . C . . . D . . . E . . . F . . . G

Highly
Dissatisfied

Neutral

Highly
Satisfied

38. To what extent are you satisfied with the relationship you have with your peers?

- A. Highly dissatisfied
- B. Dissatisfied
- C. Neutral
- D. Satisfied
- E. Highly satisfied

39. To what extent are you satisfied with the relationship you have with subordinates?

- A. Highly dissatisfied
- B. Dissatisfied
- C. Neutral
- D. Satisfied
- E. Highly satisfied
- F. Not applicable

40. On most work days, how often does time seem to drag for you?

- A. About half the day or more
- B. About 1/3 of the day
- C. About 1/4 of the day
- D. About 1/8 of the day
- E. Time never seems to drag

41. Some people are completely involved in the job -- they are absorbed in it night and day. For others, their job is simply one of several interests. How involved do you feel in your job?

- A. Very little; my other interests are more absorbing
- B. Slightly involved
- C. Moderately involved; my job and my other interests are equally absorbing to me
- D. Strongly involved
- E. Very strongly involved; my work is the most absorbing interest in my life

42. How often do you do extra work for your job which is not really required of you?

A. Almost every day
B. Several times a week
C. About once a week
D. Once every few weeks
E. About once a month or less

43. Would you say you work harder, less hard, or about the same as other people doing your type of work in your work organization?

A. Much harder than most others
B. A little harder than most others
C. About the same as most others
D. A little less hard than most others
E. Much less hard than most others

44. Which one of the following shows how much of the time you feel satisfied with your job?

A. All the time
B. Most of the time
C. A good deal of the time
D. About half of the time
E. Occasionally
F. Seldom
G. Never

45. Choose one of the following statements which best tells how well you like your job.

A. I hate it
B. I dislike it
C. I don't like it
D. I am indifferent to it
E. I like it
F. I am enthusiastic about it
G. I love it

46. Which one of the following best tells how you feel about changing your job?

A. I would quit this job at once if I could
B. I would take almost any other job in which I could earn as much as I am earning now
C. I would like to change both my job and my occupation
D. I would like to exchange my present job for another one
E. I am not eager to change my job, but I would do so if I could get a better job
F. I cannot think of any jobs for which I would exchange
G. I would not exchange my job for any other

47. Which one of the following shows how you think you compare with other people?

A. No one likes this job better than I like mine
B. I like job much better than most people like theirs
C. I like my job better than most people like theirs
D. I like my job about as well as most people like theirs
E. I dislike my job more than most people dislike theirs
F. I dislike my job much more than most people dislike theirs
G. No one dislikes this job more than I dislike mine

48. How do you evaluate your present Air Force job?

- A. Not at all challenging
- B. Not very challenging
- C. Somewhat challenging
- D. Challenging
- E. Very challenging

49. Do you think your present job is preparing you to assume future positions of greater responsibility?

- A. Definitely not
- B. Probably not
- C. Undecided
- D. Probably yes
- E. Definitely yes

50. What is your estimate of the average number of hours per week you spend on the job?

- A. Less than 30 hours
- B. 31-35
- C. 36-40
- D. 41-45
- E. 46-50
- F. 51-55
- G. 56-60
- H. More than 60

51. The Air Force requires me to participate in too many activities that are not related to my job.

- A. Strongly disagree
- B. Disagree
- C. Undecided
- D. Agree
- E. Strongly agree

52. Air Force members should take more interest in mission accomplishment and less interest in their personnel concerns.

- A. Strongly disagree
- B. Disagree
- C. Inclined to disagree
- D. Undecided
- E. Inclined to agree
- F. Agree
- G. Strongly agree

53. To what extent do you have trust in senior Air Force decision makers?

- A. None at all
- B. Very little extent
- C. Some
- D. Great extent
- E. Undecided

54. To what extent do you have confidence in senior Air Force decision makers?

- A. None at all
- B. Very little extent
- C. Some
- D. Great extent
- E. Undecided

55. The AF is a good organization to work for today.

- A. Strongly disagree
- B. Disagree
- C. Slightly disagree
- D. Neither agree nor disagree
- E. Slightly agree
- F. Agree
- G. Strongly agree

56. Five years ago, the AF was a good organization in which to work.

- A. Strongly disagree
- B. Disagree
- C. Slightly disagree
- D. Neither agree nor disagree
- E. Slightly agree
- F. Agree
- G. Strongly agree
- H. Not applicable, I have served less than five years

57. Considering just the trends you observe today in the Air Force, five years from now, the AF will be a good place to work.

- A. Strongly disagree
- B. Disagree
- C. Slightly disagree
- D. Neither agree nor disagree
- E. Slightly agree
- F. Agree
- G. Strongly agree

58. I wish that Air Force members had a genuine concern for national security.

- A. Strongly disagree
- B. Disagree
- C. Inclined to disagree
- D. Undecided
- E. Inclined to agree
- F. Agree
- G. Strongly agree

59. Select the one factor which TODAY would influence you the most to make the Air Force a career.

- A. Opportunity for training and education in the Air Force
- B. My Air Force job (challenging, provides sense of accomplishment, etc)
- C. Pay and allowances
- D. Housing
- E. Promotion system and opportunity
- F. Fringe benefits (medical and dental care, BX, commissary, etc)
- G. Leadership and supervision in the Air Force
- H. Travel and new experiences
- I. Have "easy" in future assignments
- J. Security of Air Force life
- K. Air Force policies and procedures
- L. The retirement system
- M. Opportunity to serve my country
- N. Some other factor
- O. I do not intend to make the Air Force a career

60. Select the one factor which TODAY would influence you the most NOT to make the Air Force a career.

- A. Family separation
- B. My Air Force job (little challenge, little sense of accomplishment, etc)
- C. Pay and allowances
- D. Housing
- E. Promotion selection system
- F. Promotion opportunity
- G. Fringe benefits (medical and dental care, BX, commissary, etc)
- H. Leadership and supervision in the Air Force
- I. Frequent PCS moves
- J. Little "say" in future assignments
- K. Insularity of Air Force life
- L. The people
- M. Air Force policies and procedures
- N. Some other factor
- O. Nothing unfavorable

This section consists of a list of 9 Career-related Outcomes. Consider each outcome separately and decide how desirable it would be to attain that outcome as a result of your career. In this section, please consider the outcomes independently of any specific career.

Indicate your desirability of attaining each outcome by selecting the appropriate letter on the scale following the outcome. The scale ranges from EXTREMELY UNDESIRABLE to EXTREMELY DESIRABLE with the midpoint (F) indicating that you are INDIFFERENT to the outcome. To be specific, DESIRABLE is taken to mean how much you would like to experience an outcome, and UNDESIRABLE means how much you would dislike experiencing it.

61. Earning a high salary.

A . . . B . . . C . . . D . . . E . . . F . . . G . . . H . . . I . . . J . . . K
EXTREMELY UNDESIRABLE INDIFFERENT EXTREMELY DESIRABLE

62. Promotions based on your job performance.

A . . . B . . . C . . . D . . . E . . . F . . . G . . . H . . . I . . . J . . . K
EXTREMELY UNDESIRABLE INDIFFERENT EXTREMELY DESIRABLE

63. An interesting and challenging job.

A . . . B . . . C . . . D . . . E . . . F . . . G . . . H . . . I . . . J . . . K
EXTREMELY UNDESIRABLE INDIFFERENT EXTREMELY DESIRABLE

64. A set of rules and regulations governing personnel behavior in such areas as dress and appearance and associations with other members of the organization.

A . . . B . . . C . . . D . . . E . . . F . . . G . . . H . . . I . . . J . . . K
EXTREMELY UNDESIRABLE INDIFFERENT EXTREMELY DESIRABLE

65. A 20-year retirement program with a monthly pension of 40% of your total salary (This would be equivalent to approximately 50% of your base pay in the Air Force. By expressing it this way, comparisons between military and civilian pensions can be made.)

A . . . B . . . C . . . D . . . E . . . F . . . G . . . H . . . I . . . J . . . K

EXTREMELY
UNDESIRABLE

INDIFFERENT

EXTREMELY
DESIRABLE

66. Effective use of your abilities and training by your organization.

A . . . B . . . C . . . D . . . E . . . F . . . G . . . H . . . I . . . J . . . K

EXTREMELY
UNDESIRABLE

INDIFFERENT

EXTREMELY
DESIRABLE

67. Extended separation from your immediate family (if married) or from home and friends (if unmarried).

A . . . B . . . C . . . D . . . E . . . F . . . G . . . H . . . I . . . J . . . K

EXTREMELY
UNDESIRABLE

INDIFFERENT

EXTREMELY
DESIRABLE

68. A favorable attitude on the part of your spouse (if married) or immediate family (if unmarried) regarding your career.

A . . . B . . . C . . . D . . . E . . . F . . . G . . . H . . . I . . . J . . . K

EXTREMELY
UNDESIRABLE

INDIFFERENT

EXTREMELY
DESIRABLE

69. The requirement to attain positions of increased rank and responsibility in order to remain a member of your organization.

A . . . B . . . C . . . D . . . E . . . F . . . G . . . H . . . I . . . J . . . K

EXTREMELY
UNDESIRABLE

INDIFFERENT

EXTREMELY
DESIRABLE

The following statements concern the degree to which you perceive the 9 Career-related Outcomes are associated with (i.e., provided by) an Air Force career.

Following each statement, indicate one of the 11 responses on the scale ranging from COMPLETELY DISAGREE to COMPLETELY AGREE that best describes the extent of your agreement or disagreement with the statement. The midpoint of the scale (F) indicates that you are UNDECIDED or have NO OPINION about the correctness of the statement and its implied association.

70. An Air Force career will provide you with a high salary.

A . . . B . . . C . . . D . . . E . . . F . . . G . . . H . . . I . . . J . . . K

COMPLETELY
DISAGREE

UNDECIDED

COMPLETELY
AGREE

71. Promotions are based on job performance in the Air Force.

A . . . B . . . C . . . D . . . E . . . F . . . G . . . H . . . I . . . J . . . K

COMPLETELY
DISAGREE

UNDECIDED

COMPLETELY
AGREE

72. A career in the Air Force provides interesting and challenging jobs.

A . . . B . . . C . . . D . . . E . . . F . . . G . . . H . . . I . . . J . . . K

COMPLETELY
DISAGREE

UNDECIDED

COMPLETELY
AGREE

73. In the Air Force, you will be subject to a set of rules and regulations governing personal behavior in areas such as dress and appearance and associations with other members of the organization.

A . . . B . . . C . . . D . . . E . . . F . . . G . . . H . . . I . . . J . . . K

COMPLETELY
DISAGREE

UNDECIDED

COMPLETELY
AGREE

74. You will be able to retire from the Air Force after 20 years service with a monthly pension of 40% of your total salary (equivalent to approximately 50% of your base pay).

A . . . B . . . C . . . D . . . E . . . F . . . G . . . H . . . I . . . J . . . K

COMPLETELY
DISAGREE

UNDECIDED

COMPLETELY
AGREE

75. Effective use will be made of your abilities and training throughout an Air Force career.

A . . . B . . . C . . . D . . . E . . . F . . . G . . . H . . . I . . . J . . . K

COMPLETELY
DISAGREE

UNDECIDED

COMPLETELY
AGREE

76. Extended separation from your immediate family (if married) or from home and friends (if unmarried) is one aspect of an Air Force career.

A . . . B . . . C . . . D . . . E . . . F . . . G . . . H . . . I . . . J . . . K

COMPLETELY
DISAGREE

UNDECIDED

COMPLETELY
AGREE

77. Your spouse (if married) or your immediate family (if unmarried) has a favorable attitude regarding you having an Air Force career.

A . . . B . . . C . . . D . . . E . . . F . . . G . . . H . . . I . . . J . . . K

COMPLETELY
DISAGREE

UNDECIDED

COMPLETELY
AGREE

78. An Air Force career will require you to attain positions of increased rank and responsibility in order to remain a member of your organization.

A . . . B . . . C . . . D . . . E . . . F . . . G . . . H . . . I . . . J . . . K

COMPLETELY
DISAGREE

UNDECIDED

COMPLETELY
AGREE

The following statements concern the degree to which you perceive the 9 Career-related Outcomes are associated with (i.e., provided by) a civilian career.

Following each statement, please indicate one of the 11 responses on the scale ranging from COMPLETELY DISAGREE to COMPLETELY AGREE that best describes the extent of your agreement or disagreement with the statement. The midpoint of the scale (F) indicates that you are UNDECIDED or have NO OPINION about the correctness of the statement and its implied association.

79. A civilian career will provide you with a high salary.

A . . . B . . . C . . . D . . . E . . . F . . . G . . . H . . . I . . . J . . . K

COMPLETELY
DISAGREE

UNDECIDED

COMPLETELY
AGREE

80. Promotions are based on job performance in a civilian career.

A . . . B . . . C . . . D . . . E . . . F . . . G . . . H . . . I . . . J . . . K

COMPLETELY
DISAGREE

UNDECIDED

COMPLETELY
AGREE

81. A career as a civilian provides interesting and challenging jobs.

A . . . B . . . C . . . D . . . E . . . F . . . G . . . H . . . I . . . J . . . K

COMPLETELY
DISAGREE

UNDECIDED

COMPLETELY
AGREE

82. In a civilian career you will be subject to a set of rules and regulations governing personal behavior in areas such as dress and appearance and associations with other members of the organization.

A . . . B . . . C . . . D . . . E . . . F . . . G . . . H . . . I . . . J . . . K

COMPLETELY
DISAGREE

UNDECIDED

COMPLETELY
AGREE

83. In a civilian career you will have a retirement program that offers a 20-year retirement with a monthly pension of 40% of your total salary.

A . . . B . . . C . . . D . . . E . . . F . . . G . . . H . . . I . . . J . . . K

COMPLETELY
DISAGREE

UNDECIDED

COMPLETELY
AGREE

84. Effective use will be made of your abilities and training throughout a civilian career.

A . . . B . . . C . . . D . . . E . . . F . . . G . . . H . . . I . . . J . . . K

COMPLETELY
DISAGREE

UNDECIDED

COMPLETELY
AGREE

85. Extended separation from your immediate family (if married) or from home and friends (if unmarried) is one aspect of a civilian career.

A . . . B . . . C . . . D . . . E . . . F . . . G . . . H . . . I . . . J . . . K

COMPLETELY
DISAGREE

UNDECIDED

COMPLETELY
AGREE

86. Your spouse (if married) or your immediate family (if unmarried) has a favorable attitude regarding you having a civilian career.

**COMPLETELY
DISAGREE**

卷之三

COMPLETELY
AGREE

87. A civilian career will require you to attain positions of increased rank and responsibility in order to remain a member of your organization.

COMPLETELY
DISAGREE

UNDECIDED

**COMpletely
AGREE**

88. What are your intentions regarding staying in or transferring from your present organization for reasons other than normal PCS?

A B C D E F G H I J K L M N O P Q R S T U V W X Y Z

I definitely want to transfer I most likely will try to trans-
I am leaning toward trans-
I am undecided ferring I am leaning toward stay-
I most likely will try to stay I definitely want to stay

Please rate our degree of satisfaction with leadership/supervision based on the following description:

LEADERSHIP/SUPERVISION: My supervisor has my interests and that of the Air Force at heart; keeps me informed; approachable and helpful rather than critical; good knowledge of the job.

89. To what degree are you satisfied with the LEADERSHIP/SUPERVISION aspects of your life?

A . . . B . . . C . . . D . . . E . . . F . . . G

**HIGHLY
DISSATISIFIED**

NEUTRAL

HIGHLY
SATISFIED

90. To what degree are you satisfied with the relationship you have with your superiors?

- A. Highly dissatisfied
- B. Dissatisfied
- C. Neutral
- D. Satisfied
- E. Highly satisfied

91. What is your opinion of the leadership ability of your immediate supervisor?

- A. Excellent
- B. Above average
- C. Average
- D. Below average
- E. Poor

92. What is your opinion of the quality of leadership in the Air Force?

- A. Excellent
- B. Above average
- C. Average
- D. Below average
- E. Poor

93. What is your opinion of discipline in today's Air Force?

- A. Too strict
- B. Somewhat strict
- C. About right
- D. Somewhat lenient
- E. Too lenient

94. Mora supervision of member performance and behavior is needed at lower levels within the Air Force.

A B C D E

**STRONGLY
DISAGREE**

DISAGREE

UNDECIDED

ACREE

**STRONGLY
AGREE**

95. How often do you and your supervisor get together to set your personal performance objectives?

- A. Never
- B. Seldom
- C. Sometimes
- D. Frequently
- E. Very frequently

96. How often are you given feedback from your supervisor about your job performance?

- A. Never
- B. Seldom
- C. Sometimes
- D. Frequently
- E. Very frequently

97. How often does your immediate supervisor give you recognition for a job well done?

A. *Never*
 B. *Seldom*
 C. *Sometimes*
 D. *Frequently*
 E. *Always*

98. How often are you given the freedom you need to do your job well?

- A. Naver
- B. Seldom
- C. Sometimes
- D. Often
- E. Always

Please rate your degree of satisfaction with equity based on the following description:

EQUITY: Equal opportunity in the Air Force; a fair chance at promotion; an even break in my job/assignment selections.

99. To what degree are you satisfied with the EQUITY aspects of your life?

A . . . B . . . C . . . D . . . E . . . F . . . G

HIGHLY
DISSATISFIED

NEUTRAL

HIGHLY
SATISFIED

100. An individual can get more of an even break in civilian life than in the Air Force.

- A. Strongly disagree
- B. Disagree
- C. Undecided
- D. Agree
- E. Strongly agree

101. The Air Force promotion system is effective (i.e., the best qualified people are generally selected for promotion).

- A. Strongly disagree
- B. Disagree
- C. Inclined to disagree
- D. Undecided
- E. Inclined to agree
- F. Agree
- G. Strongly agree

102. On the same jobs as men, do Air Force women tend to do more, less, or about the same amount of work?

- A. Much more
- B. More
- C. About the same
- D. Less
- E. Much less

103. How does your supervisor deal with your women co-workers?

- A. Not applicable, there are no women in my unit

My supervisor is a woman and she:

- B. Expects more from the women workers than the men
- C. Treats men and women workers the same
- D. Expects more from the men workers than the women

My supervisor is a man and he:

- E. Expects more from the women workers than the men
- F. Treats men and women workers the same
- G. Expects more from the men workers than the women

Please rate your degree of satisfaction with personal growth based on the following description:

PERSONAL GROWTH: To be able to develop individual capacities; education/training; making full use of my abilities; the chance to further my potential.

104. To what degree are you satisfied with the PERSONAL GROWTH aspects of your life?

A . . . B . . . C . . . D . . . E . . . F . . . G

HIGHLY
DISSATISFIED

NEUTRAL

HIGHLY
SATISFIED

Please rate your degree of satisfaction with personal standing based on the following description:

PERSONAL STANDING: To be treated with respect; prestige; dignity; reputation; status.

105. To what degree are you satisfied with the PERSONAL STANDING aspects of your life?

A . . . B . . . C . . . D . . . E . . . F . . . G

HIGHLY
DISSATISFIED

NEUTRAL

HIGHLY
SATISFIED

106. The prestige of the military today is good.

- A. Strongly disagree
- B. Disagree
- C. Undecided
- D. Agree
- E. Strongly agree

107. The prestige of the military has declined over the past several years.

- A. Strongly disagree
- B. Disagree
- C. Undecided
- D. Agree
- E. Strongly agree

108. Senior NCOs (E7-E9) are usually given jobs with less responsibility than they should have.

- A. Strongly disagree
- B. Disagree
- C. Undecided
- D. Agree
- E. Strongly agree

Please rate your degree of satisfaction with health based on the following description:

HEALTH: Physical and mental well-being of self and dependents; having illnesses and ailments detected, diagnosed, treated and cured; quality and quantity of health care services provided.

109. To what degree are you satisfied with the HEALTH aspects of your life?

A . . . B . . . C . . . D . . . E . . . F . . . G

HIGHLY
DISSATISFIED

NEUTRAL

HIGHLY
SATISFIED

110. Generally, how satisfied are you with the medical care you received at military medical facilities during the past 12 months?

- A. Highly dissatisfied
- B. Dissatisfied
- C. Neither satisfied nor dissatisfied
- D. Satisfied
- E. Highly satisfied
- F. Not applicable, did not visit military medical facility in past 12 months

111. Generally, how satisfied are you with the medical care your children received in military medical facilities during the past 12 months?

- A. Highly dissatisfied
- B. Dissatisfied
- C. Neither satisfied nor dissatisfied
- D. Satisfied
- E. Highly satisfied
- F. Not applicable

112. Generally, the amount of time I have had to wait for treatment at military medical facilities during the past 12 months has been reasonable.

- A. Strongly disagree
- B. Disagree
- C. Undecided
- D. Agree
- E. Strongly agree
- F. Not applicable

113. Generally, medical personnel at military medical facilities are pleasant and concerned about patients.

- A. Strongly disagree
- B. Disagree
- C. Undecided
- D. Agree
- E. Strongly agree

114. Approximately how many times did you and/or your children visit a military medical facility during the past 12 months?

- A. None
- B. 1-4 times
- C. 5-8 times
- D. 9-12 times
- E. More than 12 times

115. Short tours and long tours count equally for overseas tour credit. Although certain overseas areas are more popular than others, given the same tour length, do you feel more overseas credit should be given to service in hard-to-man areas than service in more popular areas?

- A. Yes, 1 1/2 for 1
- B. Yes, 2 for 1
- C. Yes, 3 for 1
- D. No
- E. Undecided

116. Would you be more likely to volunteer for hard-to-man overseas duty if you could get extra credit for such duty?

- A. Yes
- B. No
- C. Undecided

117. Overseas volunteers may now specify only a country of choice. Would you be more likely to volunteer for overseas duty if you were assured of receiving the specific base of your choice?

- A. Yes
- B. No
- C. Undecided

118. If you were authorized to apply for an overseas Base of Preference (BOP), would you apply?

- A. Yes
- B. No
- C. Undecided

119. Would you accept a hard-to-man short tour if upon completion of the short tour you were guaranteed a Consecutive Overseas Tour (COT) in a long tour area of your choice?

- A. Yes
- B. No
- C. Undecided

120. If you were informed of all the overseas assignment options open to your AFSC and grade, would you more likely volunteer for overseas duty?

- A. Yes, definitely, I would more likely volunteer
- B. Yes, probably, I would more likely volunteer
- C. Yes, to a slight extent I would more likely volunteer
- D. No, I would not volunteer
- E. Undecided

121. Listed below are a number of alternatives for priority matching overseas returnees to available assignments. Which alternative do you prefer?

Alternative A

- 1st Consideration: Short Tour Returnees
- 2nd Consideration: Long Tour Returnees (Unaccompanied)
- 3rd Consideration: Long Tour Returnees (Accompanied)

Alternative B

- 1st Consideration: Short Tour Returnees and Long Tour Returnees (Unaccompanied) considered equally
- 2nd Consideration: Long Tour Returnees (Accompanied)

Alternative C

- 1st Consideration: Short Tour Returnees
- 2nd Consideration: Long Tour Returnees (Unaccompanied and Accompanied) considered equally

Alternative D

- 1st Consideration: Long Tour Returnees (Unaccompanied)
- 2nd Consideration: Remote Tour Returnees
- 3rd Consideration: Long Tour Returnees (Accompanied)

Alternative E

- All overseas returnees receive equal consideration

FAMILY PATTERNS: Questions 122 to 134 are to be completed only by those who have a spouse. Questions 135 to 144 are to be completed only by those who have children.

122. My spouse is:

- A. Military (USAF)
- B. Military (Other)
- C. Civilian

123. My spouse has a career or is pursuing a career to the extent that he/she has prepared himself/herself with special skills, has a commitment to that line of work and has some future plans for development of that career.

- A. Strongly disagree
- B. Disagree
- C. Undecided
- D. Agree
- E. Strongly agree

124. What is your feeling toward your spouse having a job/career?

- A. Prefer my spouse to work outside the home
- B. All right as long as my spouse prefers to work and there are no seriously negative effects
- C. No opinion
- D. Would prefer he/she not work outside the home
- E. Prefer my spouse not pursue a career

125. Would you say that your spouse's career is compatible with your military career?

- A. Very compatible
- B. Somewhat compatible
- C. Slightly compatible
- D. Not compatible

126. Have you ever mentioned your spouse's career to your resource manager either in discussion or on your assignment preference form?

- A. Yes
- B. No

127. Resource managers should consider civilian spouse's career when assigning the military member.

- A. Strongly disagree
- B. Disagree
- C. Undecided
- D. Agree
- E. Strongly agree

128. How many times have you been separated for more than a month from your family as a result of your military duty?

- A. 0
- B. 1-2
- C. 3-4
- D. 5-6
- E. In excess of 6 times

129. What is the primary reason your spouse works outside the home?

- A. Head of household
- B. Required income
- C. Nice to have extra income
- D. Independence
- E. Self-esteem
- F. Enjoyment in work itself
- G. Personal desire to work
- H. Not applicable, spouse does not work outside the home

130. If you are a two-career family, how many years have you maintained the two-career family lifestyle?

- A. 1 but less than 2 years
- B. 2 but less than 3 years
- C. 3 but less than 4 years
- D. 4 but less than 5 years
- E. More than 5 years

131. How many hours per week does your spouse spend on the job?

- A. Less than 40 hours
- B. 40 but less than 50 hours
- C. 50 but less than 60 hours
- D. Over 60 hours

132. Independent of your spouse's feelings about an Air Force career, which would you prefer?

- A. To stay in the Air Force until retirement
- B. To leave the Air Force before retirement
- C. Undecided

133. Have you and your spouse agreed upon his/her career plans?

- A. Yes
- B. No

134. Have you and your spouse agreed upon your career plans?

- A. Yes
- B. No

Questions 135 to 144 are to be completed only by those having children.

135. Are you a single member parent?

- A. Yes
- B. No

136. How many children do you have living at home?

- A. 1
- B. 2
- C. 3
- D. 4
- E. More than 4

137. What is the age of your youngest child?

- A. Preschool 0-5 years
- B. Young school age 6-12 years
- C. Teenager 13-18
- D. Over 18

138. Would you use a professionally run childcare facility which was available for use 24 hours a day whenever you needed it?

- A. Yes
- B. No

139. To what degree would you say you need such a facility?

- A. To a great extent
- B. To some extent
- C. Maybe
- D. To a little extent
- E. No at all

Listed below are a number of factors which may represent your objections to overseas duty. Use Items 140-144 to rank your objections. First, select the reason which represents your most important objection and mark the appropriate letter on your answer sheet for Item 140. Then select the second most important reason and continue ranking until the least important reason is marked for Item 144.

- A. Financial costs (costs of relocation, living overseas or loss of additional income from second job/spouse's employment).
- B. Family considerations (school, medical care, separation from parents, etc.).
- C. Quality of life overseas (housing, support facilities, cultural differences).
- D. Inability to have my spouse/family accompany me.
- E. I'm satisfied where I am and don't want to move.
- F. A reason other than those listed above.

140. First ranked reason (most important)

141. Second ranked reason

142. Third ranked reason

143. Fourth ranked reason

144. Fifth ranked reason (least important)